



City of Hickory
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**SUMMARY OF BENEFITS AND VOLUNTARY INSURANCE
FOR FULL TIME EMPLOYEES
PLAN YEAR 2014-2015**

Life, Accidental Death & Dismemberment

The City provides, at no cost to the employee, Life and Accidental Death Insurance coverage for 1 ½ times the annual salary up to a maximum of \$125,000 for all full time employees.

North Carolina Local Government Retirement System

All employees are required to contribute 6% of their salary to the North Carolina Government Retirement System. If they meet the qualifications and retire with this system, benefits will be based on the years of service and the four highest years of earnings. After membership for one year, the system provides a life insurance policy at no cost to the member equal to the highest 12 months of salary in a row during the 24 months before you die, but not less than \$25000 and no more than \$50000. Please log onto www.treasurenc.com to designate your beneficiaries.

Medical Insurance

The administration for medical is Blue Cross Blue Shield of North Carolina. Medical premiums are pre-tax. If medical insurance is chosen there are two options, the Wellness Plan or the Health Savings Account Plan.

This is a comparison of the two plans:

Wellness Works Plan	Health Savings Account
City Coworker pays \$0 in premium *	City Coworker pays \$0 in premium*
Deductible: \$500	Deductible: \$1500 (coworker pays up to this amount out of pocket)
Copay: \$20/\$40 (unless out of network)	No copays, 80/20 after \$1500 deductible is reached
Out of pocket Maximum: \$2000 individual and \$4000 family	Out of pocket Maximum: \$4,000 individual and \$7,000 family
City contribution: Cost of premium (must be compliant to receive)	City contribution, plus \$840 per fiscal year (divided into four quarterly payments) (must be compliant to receive)
Coworker contribution: \$ 0 (coworker responsible for copays which do not count toward the deductible)	Coworker contribution: \$3,300.00 maximum per fiscal year (\$6,550 for family) All medical expenses (including prescriptions count toward deductible)
Excellent prescription plan	Excellent prescription plan
Must be compliant with City Wellness program (HRA and required visits per year to clinic, based on risk factors)	Must be compliant with City Wellness program (HRA and required visits per year to clinic, based on risk factors)
Nurse, Dietician and Nurse Practitioner available	Nurse, Dietician and Nurse Practitioner available
Must make improvements based on risk factors or lose the Healthy Lifestyle Adjustment of \$43.00 per month	Must make improvements based on risk factors or lose the Healthy Lifestyle Adjustment of \$43.00 per month
Excellent network	Excellent network
Preventive screenings covered at 100%	Preventive screenings covered at 100%

Questions to consider when choosing an insurance plan?

- What is my (my family's) health profile? Many doctor visits? Well visits only?
- How many prescriptions do I (we) need and how expensive are they? Would you be better off paying the copay only?
- Do I (we) have enough in savings to cover a "bad" year?
- Are we healthy enough to do the H.S.A. and can we build a cushion in the account?
- You may wish to ask your tax accountant if this is beneficial to you.

Both City of Hickory medical plans are very rich in benefits and it is up to each individual to make the choice for his/her family or him/herself. Human Resources will be happy to help you with the details of the plans, but cannot advise you as to which plan is best for you.

Wellness Plan

<u>Medical Rates:</u>	<u>Monthly</u>	<u>Weekly</u>	<u>Semi-monthly</u>
Employee*	\$43.00	\$9.92	\$21.50
Employee + Spouse*	\$511.78	\$118.10	\$255.89
Employee + Child*	\$173.38	\$40.01	\$86.69
Employee + Children*	\$459.87	\$106.12	\$229.94
Employee + Family*	\$826.69	\$190.77	\$413.35

Health Savings Account Plan (H S A)

<u>Medical Rates:</u>	<u>Monthly</u>	<u>Weekly</u>	<u>Semi-monthly</u>
Employee*	\$43.00	\$9.92	\$21.50
Employee + Spouse*	\$422.30	\$97.45	\$211.15
Employee + Child*	\$138.05	\$31.86	\$69.03
Employee + Children*	\$378.70	\$87.39	\$189.35
Employee + Family*	\$686.81	\$158.50	\$343.41

***Coworkers receive a discount on the employee premium of \$43 per month, as long as they remain compliant with the wellness works program and make the improvements set forth. Non-compliant coworkers, or coworkers who do not make improvements, will pay \$43 per month. Add \$43 per month to dependent coverage if the employee does not remain compliant.**

***Nicotine users will pay \$43 per month in insurance premiums.**

Dental Insurance

The administration for dental is ACS Dental Benefit Services. Premiums are pre-tax.

Summary of Benefits (See plan of benefits for details and exclusions):

100% Oral examinations, not more than twice in a year

80% Fillings, root canal therapy, oral surgery, etc)

50% Crowns, dentures, bridgework, etc)

<u>Dental Rates:</u>	<u>Monthly</u>	<u>Weekly</u>	<u>Semi-monthly</u>
Employee	\$24.85	\$5.73	\$12.43
Employee + Spouse	\$47.82	\$11.04	\$23.91
Employee + Child	\$50.96	\$11.76	\$25.48
Employee + Children	\$52.19	\$12.04	\$26.10
Employee + Family	\$69.63	\$16.07	\$34.82

Vision Insurance

The administration for vision is EyeMed.

Summary of Benefits (See plan of benefits for details and exclusions):

Exam \$10 Copay

Contacts or Frames Benefit paid up to \$135

<u>Vision Rates:</u>	<u>Monthly</u>	<u>Weekly</u>	<u>Semi-monthly</u>
Employee	\$5.85	\$1.35	\$2.93
Employee + Spouse	\$11.08	\$2.56	\$5.54
Employee + Children	\$11.66	\$2.69	\$5.83
Employee + Family	\$17.14	\$3.96	\$8.57

Short Term Disability

If you are temporarily disabled as a result of a non-occupational injury or illness, this benefit is payable from the first day of an accident or the eighth day of an illness and may continue for up to 26 weeks. The benefit is 60% of your salary up to \$300 per week.

<u>Short Term Disability Rate:</u>		<u>Monthly</u>	<u>Weekly</u>	<u>Semi-monthly</u>
Employee Only	\$5.40		\$1.25	\$2.70

Dependent Life Insurance

Provides \$10,000 life insurance coverage for your spouse and unmarried children to age 19 or 26 for full time students. Children from ten (10) days to six (6) months are covered for \$500.

<u>Dependent Life Rate:</u>		<u>Monthly</u>	<u>Weekly</u>	<u>Semi-monthly</u>
Employee Only (For dependents)		\$1.25	\$.29	\$.63

Supplemental Life Insurance

Provides supplemental life insurance in addition to the employer paid benefit.

<u>Supplemental Life Insurance Rates:</u>		<u>Monthly</u>	<u>Weekly</u>	<u>Semi-monthly</u>
Employee Only				
\$25,000		\$4.75	\$1.10	\$2.38
\$50,000		\$9.50	\$2.19	\$4.75
\$75,000		\$14.25	\$3.29	\$7.13
\$100,000		\$19.00	\$4.38	\$9.50

Flexible Spending Account (FSA)

Flexible spending accounts enable employees to set aside dollars on a pre-tax basis to reimburse themselves for out-of-pocket expenses associated with health/medical care or dependent care. The City of Hickory offers two Flexible Spending Accounts (FSA): Medical Reimbursement and Dependent Care.

AFLAC and Colonial Life

There are two companies available for optional coverage such as cancer, intensive care, etc. These are AFLAC and Colonial Life.

Optional Retirement Plans

Four optional retirement plans are available for voluntary contributions. These are the NC 401K, NC457 deferred compensation plan, Nationwide Retirement Solutions (457 Plan) and ICMA (457 Plan). You may enroll in these at any time during the year to include your hire date. The City of Hickory will offer a 1% match to your 401K account for civilian employees.

Highland Recreation Center

City of Hickory full time employees may use the Highland Recreation Center at no cost.

YMCA

Reduced memberships to the YMCA are available to City of Hickory employees.

For additional information please visit the website below.

www.hickorync.gov